Addendum to July 1, 2012 – June 30, 2015 Collective Bargaining Agreement

Between

Truckee Meadows Water Authority

And

International Brotherhood of Electrical Workers, Local 1245

Truckee Meadows Water Authority and the International Brotherhood of Electrical Workers, Local 1245, agree to extend the terms and conditions of the July 1, 2012 through June 30, 2015 Collective Bargaining Agreement for two additional years with the following changes:

1. The wage scales for all employees shall be increased during fiscal year 2016 by 3.125% and shall be increased during fiscal year 2017 by 2.0% according to the Wage Proposal attached hereto as Exhibit 1.

The intent of this Agreement is to cause a net 2% wage increase for all employees during each fiscal year of the proposed two-year extension after the July 1, 2015 increase in the PERS contribution rate is taken into account.

2. The new term of the Collective Bargaining Agreement shall be July 1, 2015 through June 30, 2017.

All other terms and conditions of the current Collective Bargaining Agreement will remain the same through the new term of the Agreement.

This Addendum is subject to employee ratification and TMWA Board approval.

Pat Waite, IBEW Business Representative

JAN 13, 2015

Date

APPROVED INTERNATIONAL OFFICE - I.B.E.W.

4/14/2015

Edwin D. Hill, President This approval does not make the International a party to this agreement. Mark Foree, General Manager

Date

WAGESCHEDULE			EV2016 To	al Increase 3:125%	FY2017 Total
Job Class Job Fitte/Classification No	Wage Step.*	l ssot	Wages as of 06/29/2015; (Plus 2:00%)	Magesias of 07/27/2015 (Plus 12/25 %) Offset by 19/25% NVPERS	Wages as of 106/27/2016 (Plus 2:0%)
				Contribution 109 Logase	
55120 Apprentice, SCADA Technician	Start	\$31.12	\$31.75	\$31.75	\$32.38
	6 Months	\$31.92	\$32.56	\$32.56	\$33.21
	1 Year	\$32.69	\$33.35	\$33.35	\$34.01
	18 Months	\$33.48	\$34.15	\$34.15	\$34.83
·	2 Years	\$34.24	\$34.92	\$34.92	\$35.62
	30 Months	\$35.03	\$35.74	\$35.74	\$36.45
	3 Years	\$35.81	\$36.52	\$36.52	\$37.26
	42 Months	\$36.59	\$37.32	\$37.32	\$38.07
	4 Years	\$38.92	\$39.70	\$39.70	\$40.50
A	1				
53040 Apprentice, Technician, Electrical, Plant	Start	\$28.77	\$29.35	\$29.35	\$29.93
	6 Months	\$29.47	\$30.06	\$30.06	\$30.66
	MIYER P	\$30.92	/ /\$ 81.53	\$31.53	\$32.16
UKA	18 Months	\$31.64		\$32.27	\$32.91
	2 Years	\$33.07	\$33.73	\$33.73	\$34.41
	30 Months	\$34.51	\$35.20	\$35.20	\$35.91
51015 Facilities & Grounds Maintenance	Start	\$22.19	\$22.63	\$22.63	\$23.08
	6 Months	\$23.93	\$24.41	\$24.41	\$24.90
		····			
51020 Facilities & Grounds Maintenance II	Start	\$25.67	\$26.18	\$26.18	\$26.70
	6 Months	\$27.87	\$28.43	\$28.43	\$29.00
Equilities 9 Crowned Mail Asset					
51025 Facilities & Grounds Maintenance - Senior	Start	\$31.83	\$32.46	\$32.46	\$33.11
54010 Facilities Locator	Start	\$29.45	\$30.04	\$30.04	\$30.64
	6 Months	\$30.03	\$30.63	\$30.63	\$31.24
·	1 Year	\$31.13	\$31.76	\$31.76	\$32.39

		Managan (Arva)		907 savanii Taori Bergera a deces	FY2017 Total
WAGESCHEDULE			FY2016 Tot	al Increase 3.125%	Increase 2%
				Tatalan Samuel Sames	
ego		Wages	Wagesasen	Wagestaston 07/27/2015 (Pins	
Class Sopetitle/Classification	Wage	1050	06/29/2015	0.125 %) Offset by	Wages as of 05/27/2016 (Plus
No. 1	Sign	06/28/15		4/4/25% NVPERS	20%
				to Base:	
	a nesettetetetete				
54045 Fitter	Start	\$32.32	\$32.96	\$32.96	¢22.62
		1 402.02	432.50	\$32.50	\$33.62
54050 Fitter/Welder	Start	\$33.54	\$34.21	\$34.21	\$34.89
	Step 2	\$34.59	\$35.28	\$35.28	\$35.98
	Step 3	\$35.63	\$36.34	\$36.34	\$37.07
	Step 4	\$36.68	\$37.41	\$37.41	\$38.16
Foreman, Customer Services Rep, Working	Start	\$31.48	622.44	400.00	
Working	<u> </u>		\$32.11	\$32.11	\$32.75
53080 Foreman, General Customer Services					
Rep, Working	Start	\$34.62	\$35.31	\$35.31	\$36.02
6042 Foreman, General, Heavy, Water	Start	\$46.19	\$47.11	\$47 .1 1	\$48.06
Former Consul I hatu (O					
52040 Foreman, General, Hydro/Generation, Working	Stert	\$46.19	[] [S47.141	\$47.11	\$48.06
		\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		77,11	\$48.06
6043 Foreman, General, Light, Water	Start	\$44.18	J U \$45.074	\$45.07	\$45.97
					443.37
6016 Foreman, General, Mechanic,	Storf	SAGIO			
Hydro/Generation Working			C 3471	\$47.11	\$48.06
				-	
Foreman, General, Mechanic,	Start	\$46.19			
Maintenance and Control, Working		4,0.25	\$47.11	\$47.11	\$48.06
55110 Foreman, General, Shift, Water Treatment, Working	Start	\$46.19	647 14	647.44	440.05
Troublett, Working			\$47.11	\$47.11	\$48.06
53070 Foreman Hude /O		A			
53070 Foreman, Hydro/Generation, Working	Start	\$41.99	\$42.83	\$42.83	\$43.68
54080 Foreman, Light, Working, Water	Start	\$40.15	\$40.95	\$40.95	\$41.77
FOCO Foreman, Mechanic					
55050 Foreman, Mechanic Maintenance/Control-WP	Start	\$41.99	\$42.83	\$42.83	\$43.68
			7	776.03	7-13.00

					FY2017 Total
WAGESCHEDULE			FY2016 Tot	al increase 3:125%	Increase 2%
Job				Watjies/es-or 07/27/2015/(Plus	
Class I Joburte Classification No.	Wage Step	Wages (\$1915	Wages as 6) 06/29/2015	1.(25%) Offset by	Vages as 01 06/27/2016 (Pigs
		1 06/28/15	(FIUS 2.0%)	Gontabinion (07e	2.0%
				to Base .	
55100 Foreman, Shift, Water Treatment,	Start	\$41.99	<u> </u>		
Working	J.a.	7-1.55	\$42.83	\$42.83	\$43.68
54080 Foreman, Working, Heavy, Water	Start	\$41.99	\$42.83	\$42.83	\$43.68
Hology (New Hology was do and	T				
51000 Helper (New Helper wage decrease 8% effective 7/1/12)	Start	\$19.10	\$19.48	\$19.48	\$19.87
	6 Months	\$20.61	\$21.02	\$21.02	\$21.44
	1 Year	\$22.10	\$22.54	\$22.54	\$22.99
	18 Months	\$24.00	\$24.48	\$24.48	\$24.97
54070 Inspector	Start	\$36.84	\$37.58	¢27.50	400.00
	1 Year	\$38.52	\$39.29	\$37.58 \$39.29	\$38.33
		, 400 .52	700.20	755.25	\$40.07
54075 Inspector, Construction	Start	\$36.84	\$37.58	\$37.58	\$38.33
	T Year	\$38,52	// /\$39.29	\$39.29	\$40.07
	yjarene ::	\W/\	VI IANT		
53050 Mechanic, Hydro/Generation	Start	\$38.17	\$38.93	\$38.93	\$39.71
Mochania Maintana 2 2 4 4					
55020 Mechanic, Maintenance & Sontrol, Certified, WP	PH D	\$85.95	C SARGET	\$36.67	\$37.41
	UIL			,)	
55030 Mechanic, Specialist, Maintenance/Control-WP	Start	\$38.17	\$38.93	\$38.93	\$39.71
54020 Operator, Equipment I	Start	\$28.16	\$28.72	\$28.72	\$29.29
	6 Months	\$29.52	\$30.12	\$30.12	\$30.72
54025 Operator, Equipment II	Ok4	400.00	A== -= 1		
o o o o o o o o o o o o o o o o o o o	Start 1 Year	\$29.87	\$30.47	\$30.47	\$31.08
1	rear	\$31.24	\$31.86	\$31.86	\$32.50
54030 Operator, Equipment III	Start	\$32.32	\$32.96	\$32.96	\$33.62
54035 Operator, Equipment, Heavy	Start	\$33.37	\$34.04	\$34.04	\$34.72
	1 Year	\$34.01	\$34.69	\$34.69	\$35.38

WAGESCHEDULE			FY2016 Tota	al Increase 3.125%	FY2017 Total Increase 2%
Job Class No.	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2:0 %)	Wages as of 07/27/2015 (Plus 1.125%) Offset by 1.125% NVPERS Contribution) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
53010 Operator, Hydro/Generation	Start	\$35.95	\$36.67	\$36.67	\$37.41
					Ç07.41
8850 Operator, Hydro/Generation, Assistant	Start	\$29.88	\$30.48	\$30.48	\$31.09
	6 Months	\$31.27	\$31.90	\$31.90	\$32.53
	1 Year	\$32.61	\$33.26	\$33.26	\$33.93
Operator, Water Plant, Grade II, Treatment Only	Start	\$34.82	\$35.51	\$35.51	\$36.22
	-				
55080 Operator, Water Plant, Grade II, Treatment & Distribution	Start	\$35.95	\$36.67	\$36.67	\$37.41
			\$0.00	\$0.00	\$0.00
55090 Operator, Water Plant, Grade III, Treatment & Distribution	Start	\$38.17	\$38.93	\$38.93	\$39.71
	T				
52000 Representative, Accounts Payable	Start	\$15\99	/ /s\46.87	\$16.31	\$16.63
	6 Months	\$17.11	// \$47.46	\$17.46	\$17.81
	1 Year	\$18.21	\$18.58	\$18.58	\$18.95
n n	18 Months	100	\$19.69	\$19.69	\$20.08
	2 Years	19211.37	/\$21.80	\$21.80	\$22.23
	30 Months	\$23.43	\$23.90	\$23.90	\$24.38
	3 Years	\$25.49	\$26.00	\$26.00	\$26.52
52010 Representative, Customer Service	Start	\$15.99	\$16.31	\$16.31	\$16.63
	6 Months	\$17.11	\$17.46	\$17.46	\$17.81
	1 Year	\$18.21	\$18.58	\$18.58	\$18.95
	18 Months	\$19.30	\$19.69	\$19.69	\$20.08
	2 Years	\$21.37	\$21.80	\$21.80	\$22.23
,	30 Months	\$23.43	\$23.90	\$23.90	\$24.38
	3 Years	\$25.49	\$26.00	\$26.00	\$26.52

WAGESCHEDULE			FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0 %)	Wages as of 07/27/2015 (Plus 1.125 %) Offset by 1:125% NVPERS Contribution) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
52020 Representative, Customer Service,	т				
52020 Senior Customer Service,	Start	\$28.25	\$28.81	\$28.81	\$29.39
			\$0.00	\$0.00	\$0.00
54000 Service Utility Worker	Start	\$26.41	\$26.94	\$26.94	\$27.48
	6 Months	\$27.17	\$27.72	\$27.72	\$28.27
	1 Year	\$28.78	\$29.36	\$29.36	\$29.95
			\$0.00	\$0.00	\$0.00
54060 Technician, Water Service	Start	\$35.13	\$35.83	\$35.83	\$36.55
			7 (\$0.00	\$0.00	\$0.00
55040 Specialist, Equipment, Water A	Start	\$38.17		\$38.93	\$39.71
			\$0.00	\$0.00	\$0.00
55000 Specialist, Water Supply	Start	\$27.02	\$27.56	\$27.56	\$28.11
(D)(D)	8 Months	\$28.46	\$29.03	\$29.03	\$29.61
	1)Year	\$29.82)/\$30.41	\$30.41	\$31.02
Technician, Electrical, Plant, Hydro/Generation	Start	\$38.92	\$39.70	\$39.70	\$40.50
55130 Technician, SCADA	0				
Technician, SCADA	Start	\$38.92	\$39.70	\$39.70	\$40.50
	6 Months	\$39.83	\$40.63	\$40.63	\$41.44
	1 Year	\$40.69	\$41.50	\$41.50	\$42.33